

Regents approve firings, program reductions

By TOM HASSING

Lincoln — Fewer class sections will be offered each semester at UNO after program reductions approved by the NU Board of Regents go into effect next fall.

The regents approved a recommendation by the UNO administration Friday to fire 21 faculty members. The regents' unanimous action also will reduce the budgets of two university committees.

Vice Chancellor Otto Bauer, who presented the recommendations to the regents, said it will now be up to the deans of four colleges to make recommendations on program reductions.

Bauer said it is possible a dean will recommend the elimination of a program or department, but otherwise the reductions will not result in the termination of tenured faculty. He said the deans will be directed to follow the administration's enrollment-program-tenure model in making their recommendations.

The plan calls for the firing of six faculty in the College of Arts and Sciences, five faculty in education, three faculty in fine arts and seven faculty in public affairs and community service.

Bauer said enrollment data for the current semester, which should be available in October, will be used by the deans.

He told the regents that students will find it increasingly difficult to enroll in classes, and that 63 class sections will be eliminated. "Some students will find it necessary to take these classes elsewhere," he said, estimating the total loss in tuition revenue at \$65,200 annually.

Approximately \$50,000 of the \$544,112 in reductions will be realized through budget reductions of the Improvement of Instruction and University Research Committees. Each committee's budget will be reduced by about 30 percent.

Bauer said the administration chose this recommendation instead of two alternatives because it "entails significantly less harm to the university and the people it serves."

Joseph Wood, president of the UNO Faculty Senate, asked the regents to consider asking the legislature for additional money to pay for faculty salary increases.

Regent Edward Schwartzkopf of Lincoln asked Wood how likely is it the legislature would provide supplemental money.

Wood said maybe there's no chance, adding "the UNO faculty needs to know there's not a chance in the world."



Avoid firing faculty . . . Faculty Senate President Joseph Wood asked the Board of Regents to consider other alternatives to budget problems.

Quote

... the problem is I think there's been some implications made on the campus at UNO that it's the Board of Regents' fault that this all happened. I kind of resent that particular situation because we have always supported faculty salary increases.

—Kearney Regent John Payne

... We're talking about people who have made a commitment to come to Nebraska to be employed by the university. Now if those people can find other jobs, that's great. But if they can't . . . we are doing civil damage to them.

—Joseph Wood,
Faculty Senate President

He asked the regents not to implement program reductions until the actual need for reductions arises.

He said \$490,000 of the \$554,112 reallocation is being used to set up a contingency fund for anticipated salary increases for 1983-84. The remaining \$64,000 will be used to meet the continuing requirements of the 6.6 percent salary increase ordered by the Commission of Industrial Relations for 1982-83.

"We're very much concerned that reallocation focuses solely on academic programs," Wood said. "It's not looking at the university as a whole." The administration's recommendation deals with faculty positions and committee monies which affect only faculty, he added.

Wood summarized the contents of the Faculty Senate's recommendations on reallocation, saying the senate opposes the involuntary termination of any university employee whose performance has been judged to be satisfactory.

The university could encourage early and partial retirement as well as job sharing and job retraining as alternatives to involuntary termination, he said.

The Faculty Senate's reallocations recommendation also calls for the creation of a university-wide task force to study administrative reorganization.

Regent John Payne of Kearney said, "There is a point that has been overlooked . . . This state has had a severe economic problem for the last two years."

The regents have "always" supported higher salaries for all university faculty, Payne said. He added he resented implications made on the UNO campus that "it's the Board of Regents' fault that this all happened."

In other action, the regents:

—Reduced the amount they will request from the legislature for the UNO laboratory science building from \$14.7 million to \$10 million. When the cost of tearing down annex buildings, surface parking lots, and a circulation road is added, the total request for the construction project is \$12.5 million.

—Approved 7-1 to request \$168.7 million in state tax money for 1984-85. Regent Robert Simmons of Scottsbluff voted against the request, which amounts to a 13.4 percent increase from 1983-84.

—Unanimously approved a proposal to allow student regents to receive \$2,400 scholarships from campus alumni associations.

Remodeled Maverick Room set to reopen tomorrow

The remodeled Maverick Dining Room should reopen Thursday, according to Donald Skeahan, director of the Student Center.

The dining room was to open at the start of the fall semester, but a construction workers' strike delayed work for almost a month.

When it opens, the dining room will operate much like a Burger King, according to Skeahan. Students will order as if at a fast-food restaurant, from one of eight cashiers. All food will be served in paper containers instead of the dishes used last semester.

The seating areas also will be redesigned. Tables and booths will seat different sizes of groups, and three sections of the room will be carpeted. The project cost about \$224,000, Skeahan said.

The menu also will be changed. Daily specials will be served in the Nebraska Room after remodeling is completed, and the menu in the Maverick Room will feature burgers and other fast-food items including chicken.

To meet student demand with one less dining room, a grill was set up on the south side of the Student Center to serve hot dogs, Polish sausages, chips and soft drinks.

"The only real problem was the heat," Skeahan said. In spite of that, he said, about 1,500 students used the outside grill during the first week of operation. The only other problem, he said, was with bees.

"The syrup from Pepsis drew them," Skeahan said. He said crews sprayed for bees three times a day, but still couldn't fully control them. "They've been a problem, but the kids have done a great job of keeping the area policed," Skeahan said.

Besides the outside grill, he said his staff tried to make up for the lack of a dining room by having two cashiers in the Nebraska and Continental dining rooms.

"It was all kind of makeshift, but it worked," he said. "It wasn't as bad as I sure thought it would be."

Skeahan said he thinks students will find the new facility worth the wait.

"I think the students deserve a nice place, and I think it is."

Response to the new snack bar, the Sweet Shop, has been good, he said. Ice cream and shakes have been the most popular items, but the shop also serves sweet rolls and other snacks.



Have it your way . . . Soon students will be able to dine in the newly-remodeled Maverick Room on the second floor of the Student Center, fashioned like "Burger King" restaurants.

Student senator urges regents not to cut programs

Kaciewicz: demand for classes high, availability low

By JOSEPH BRENNAN

Lincoln — A UNO student senator last Friday told members of the Board of Regents that a survey conducted by Student Government and other organizations indicates that demand for classes remains high.

In light of that data, said Sen. Brad Kaciewicz, the regents should not authorize academic program reductions at UNO.

The board thanked Kaciewicz for his presentation and later voted unanimously to adopt a plan by UNO administrators that fires 21 non-tenured faculty and eliminates 63 class sections.

No academic programs were eliminated by the regents' action.

Additionally, the regents' decision eliminates about \$50,000 from the faculty Improvement of Instruction and University Research Committees.

"I understand your budget," said Kaciewicz. "I understand that you have to make certain cuts here, that you have to attempt to adjust your budget. But why at our (students) expense?"

"I moved from Peoria, Illinois, to attend UNO because it's listed as one of the top five colleges for business administration in the Midwest. Why penalize me? Why penalize 15,000 other students?"

"I just don't see it, especially when you have such demand for classes."

Earlier, Kaciewicz presented a report that contained results of a survey conducted during UNO registration Aug. 24-26. He said the survey had a margin of error of 3.36 percent and indicates the following:

—That 1 of every 4 students surveyed (25 percent) could not attend "any" mathematics class because of course closings;

—That 1 of every 3 students surveyed (33.3 percent) could not attend "any" English class;

—That 1 of every 1.15 senior students (87 percent) could not attend "any" English class required to graduate in 1983; and

—That 1 of every 2.16 students (46 percent) could not attend "any" computer science courses.

In addition, Kaciewicz said the survey indicates that 1 of every 2.43 students surveyed (41 percent), regardless of major, could not attend "any" course in the College of Arts and Sciences they wanted.

"Our final count of total acceptable surveys upon which to base this report totaled 1,905, which is approximately 13 percent of the UNO student population," he said.

During registration week, preliminary totals indicated about 5,000 students filled out the survey sheets, according to Kaciewicz.

Survey forms that were not tabulated did not contain valid signatures or Social Security numbers, listed comments "without identifying specific classes by either course name or call number," or were not legible, he added.

The UNO registrar's office and the business and finance office verified the sources of the survey, Kaciewicz said.

The registrar provided computer listings of closed classes at various times during registration, and business and finance provided accounting figures on tuition revenue for five semesters from 1981-83 and projected tuition revenue for 1983-84, according to Kaciewicz.

Student comments on the survey sheets indicated that many were willing to take a class regardless of the time or instructor, he said.

"They (students) were willing to take that class at any time given, so long as it was open, which shows the mere frustration in trying to obtain any class at all," Kaciewicz said.

The survey also provided figures for students attempting to enroll in courses in the College of Education and the Graduate College. Kaciewicz said the results indicate the following:

—That 1 of every 9 students surveyed (11 percent) could not attend special education courses;

—That 1 of every 12 students surveyed (8.3 percent) could not attend education courses relating to their academic disciplines;

—That 1 of every 7 students surveyed (14 percent) could not attend courses related to elementary education;

—That 1 of every 30 graduate students surveyed (3.3 percent) could not attend graduate level courses; and

—That 1 of every 42 graduate students surveyed (2.3 percent) could not attend a single graduate course.

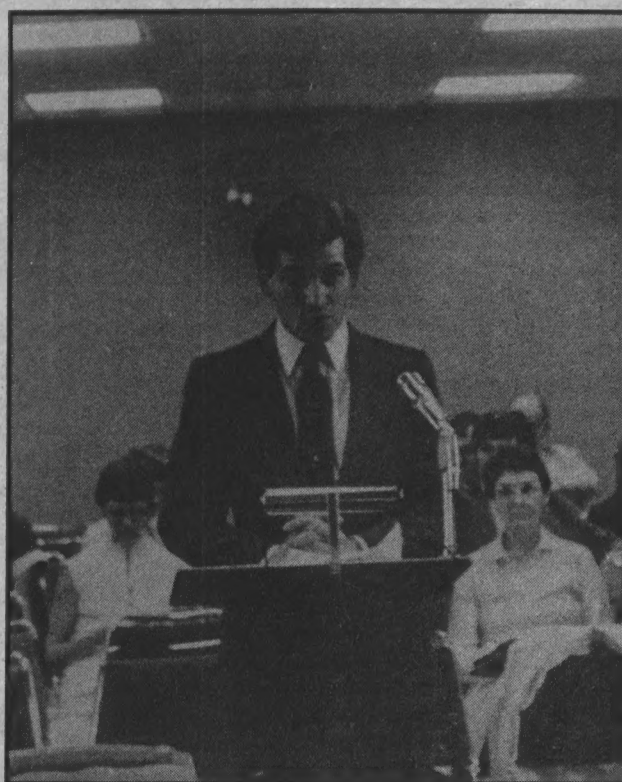
Kaciewicz said the latter numbers are significant in that "graduate students are the first to register." Survey takers began working at 2 p.m. on Wednesday, Aug. 24, the first day of registration. The Fieldhouse had been open for registration for five hours when the survey began.

Kaciewicz said if the survey data were applied to the entire UNO student population, large numbers of students may not have gotten the classes they want or need.

For example, survey results conclude that "6,944 students may not have been able to attend any computer science classes."

Said Kaciewicz:

"We're not claiming that 6,944 students (could) not attend computer science classes. We're saying if you project what we consider to be a verifiable sample population (and) distribute



Kaciewicz

that to the mean of the entire population of UNO, these would be the (numbers)."

Regent Edward Schwartzkopf of Lincoln said closed classes remain a problem on all NU campuses, adding that "it's small comfort" to UNO students.

He agreed with Kaciewicz that student demand for classes in the university system belies national reports about declining college enrollments.

Program reductions magnify the problem at UNO, Kaciewicz said, because most students on the campus are between the ages of 21-30, a group he said will be attending college in greater numbers in the future.

Other groups which helped organize the survey were the Council for Community and Legislative Relations, the UNO College Republicans, the Inter-Fraternity Council, and the Pan-Hellenic Council.



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AAUP, regents trade and reject reduction proposals

By TOM HASSING

Both the UNO-AAUP and the Board of Regents have exchanged and rejected proposals that could have reduced, if not eliminated, the need for program reductions at UNO.

Janet West, president of the UNO-AAUP, said the faculty union proposed to delay a 3.3 percent salary increase for 1983-84 until June 30, 1984.

The regents' proposal called for no salary increases in 1983-84, but instead offered to make up the 1983-84 increase during the following three years.

The AAUP proposal also called for the regents to request additional funds from the state to offset costs of the salary increase.

West, an assistant professor of economics, said if the regents approached the legislature and a request for additional money was turned down, then the faculty bargaining unit would not have received a salary increase for 1983-84.

The regents' chief negotiator, John Russell, said, "There were a number of conditions and other items connected with the AAUP proposal that rendered it unacceptable."

Russell said the regents Aug. 25 proposal "would have eliminated the need for program cuts resulting from collective bargaining." He added that the regents' proposal would also have eliminated the need for firing faculty.

He said the "basic difference" between the proposals is that the AAUP required the increase in 1983-84 if the legislature would fund it.

"It would be inappropriate to develop a collective bargaining contract or any kind of labor/management relationship on... the belief the legislature might retroactively fund a salary increase," said Russell. He added that no other state or university employees received a salary increase for 1983-84.

Russell said the regents' proposal was an offer to treat UNO faculty "just like we treat all the other university employees."

International studies observes anniversary

By CHERYL ZEISLER

The UNO International Studies Program celebrates its 10th anniversary this year, according to Thomas Gouttierre, director of the program.

Gouttierre, explaining the purpose of the program, said it is comprised of several smaller programs aimed at specific areas of study. These include:

The Intensive Language Program (ILUNO), which teaches English to international students, 70 of whom are currently enrolled from 23 different countries. The program lasts 16 to 48 weeks and offers six different levels of instruction, ranging from elementary to advanced.

Supplemental laboratory work and weekly cultural programs introduce the international student to American society and culture. Merry Ellen Turner, program coordinator for ILUNO, said, "Ninety-eight percent of the students go on at UNO for further studies... in such subjects as engineering and business administration."

UNO Students Abroad was formed in 1982 and assists students in selecting a program of study abroad. It also provides financial aid and scholarship information. Lori Jacobson graduated in May 1983 from UNO; however, she spent her senior year at Japan's Shizuoka University. She was given a Japanese Ministry of Education scholarship that enabled her to pursue an international studies major.

Jacobson lived in a geishuku (student lodging house) at the university and took 16 hours a week of intensive language classes during her 12-month stay.

"In international studies, there is something for everyone, whether it is business, learning about dealing with people, or just understanding cultures outside of our own," said Jacobson.

The Experiment in International Living has been in existence for 20 years. Students are interviewed by a committee that looks more at "adaptability" than GPA and major.

David Thompson, a sophomore at UNO, returned on Aug. 20 from five and a half weeks in South America as a participant in the program. "They (the committee) look for people who are going to be able to represent the university and the United States," said Thompson. "The program is fantastic."

Sister university

Jose Villeneuve, president of the University of the City of Manila (UCM) in the Philippines, was on campus the last two weeks finishing plans to link UNO with its newest sister university.

An agreement with UCM was concluded in March. A grant, approved in July by the U.S. Information Agency, will provide funds for the program, which is scheduled to begin in January 1984.

Over the next three years, seven faculty from UNO will be exchanged with seven faculty from UCM. Student exchanges will be initiated some time in the future.

"One of the principal thrusts of linkage is to open an American studies program in the Philippines which will be the first in our country," said Villeneuve. "With UNO, we (UCM) would be able to sustain this effort, and eventually be established as a center for American studies in the country."

Villeneuve's 23-year-old daughter, Mayette, is a graduate student at UNO. "My daughter's attending UNO is a manifestation of confidence and interest, (both) personally and as an institution," said Villeneuve.

"It appears to us," he added, "that the AAUP wants to be treated a little bit better than the other employees."

West said AAUP has "very specific data" that indicates in the past UNO faculty have received smaller percentage increases than comparable faculty at UNL.

"We feel the only way we can get equal treatment is through collective bargaining," she said.

"This thing is like a Fram oil filter," Russell said. "It's 'pay me now or pay me later.'" He said if the legislature did not appropriate funds for the 1983-84 increase, the anticipated 3.3 percent increase would become an obligation of the regents "immediately," starting in 1984-85.

"The AAUP could just trot over to the (Commission of Industrial Relations) and pick up the 3.3 percent increase in 1984-85," Russell said.

Carl Camp, the chief negotiator for AAUP, said he didn't think the regents made a proposal that would have eliminated the need for all cuts. He said informal discussions "indicated the regents' proposal would obviate the need for most cuts."

Camp, a professor of political science, said he had received indications the AAUP proposal had not reached the regents

before their meeting Friday or that the proposal was taken to the regents in such a way as to "depreciate the proposal."


Russell said the regents had been given the proposal before the meeting. AAUP presented the proposal to Russell during a bargaining session Thursday.

West said the idea of the proposal is "to give time so that both sides can work with the unicameral." Camp said the time could be used by the administration as well to further study the impact of reduction alternatives. He added that the administration has not yet made a study into the non-academic areas for reductions, even though the regents instructed it to do so.

Both Russell and AAUP declined to discuss specific sections of their proposals. However, West said that in "some important areas" the two groups are not too far apart.

She said that if "knowledgeable people" from both sides sat down, difficulties in language could possibly be settled in five to 10 hours.

West said, however, there are some sections in the regents' proposal that are "totally unacceptable." These items have appeared in proposals from previous years, she added.



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It's only a reprieve

The unanimous vote by the NU Board of Regents to reduce some academic programs and fire 21 non-tenured faculty members may signal the beginning of the decline of the liberal arts at UNO.

For the time being, we'll be charitable and call it a reprieve. But those concerned should not forget the severity of the board's action. Approximately \$50,000 for improvement of instruction and faculty research is gone. Additionally, 63 class sections are being dropped. Faculty members from the Colleges of Arts and Sciences, Education, Fine Arts and Public Affairs and Community Service can say goodbye to jobs.

Despite an eloquent plea by Faculty Senate President Joseph Wood, the board chose once again to skirt the issue of why administrative budgets remained unscathed in this matter.

It appears the board is taking its cue from the legislature. It sat solemnly, nodding in assent, when a former state senator told members that it is their duty to impress upon their representatives the importance of higher education in the state.

The university budget is being squeezed by the legislature. Regents, faculty and students should lobby intensely on that score. At the same time, we think these issues should be added to the debate: The need to re-think the scope and role of the administration of the university, and the absolutely crucial need for maintaining — upgrading — faculty salaries to remain competitive.

The budget request for 1984-85 approved by the regents calls for a 13.4 percent increase in funding. Included in that are faculty salary increases. But realistically, the only possible way that request will be deemed palatable by the legislature, in our judgment, is for the board to open all sectors of the university to budget scrutiny.

In other words, the administration should be considered fair game.

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RIGHT AFTER THEY'RE DONE HARASSING MAYOR BOYLE THAT IS....



Orwellian newspeak: Salvadoran carnage is freedom

By COLMAN MCCARTHY

Washington — Nothing was mysterious about Fermin Garcia Guardado's reticence to talk. The Salvadoran farmer was still in mourning, and deeper in shock.

At dawn on Feb. 22 in Las Hojas, a rural village in El Salvador, one of his eight children, a boy of 18, was routed from bed by uniformed soldiers. They led him away, to be thrown with a pack of other terrorized villagers. Later in the day, the inevitable gunshots were heard.

The son's corpse was among 18 bodies found out of town. Before long, other murdered peasants — as many as 72 — were discovered.

Several weeks after the killings, I interviewed Garcia Guardado. He had come to Washington, under the sponsorship of the Unitarian Universalist Service Committee of Boston, to tell congressmen about the massacre.

The thin, wrinkled-faced farmer, who is the treasurer of the 15,000-member National Association of Indigenous Salvadorans, was an inspiration of fearlessness. He was using his real name. By talking about the killing of his son and fellow villagers, he was describing a real event: a massacre, not an "anti-subversive sweep," as the American-trained Salvadoran army calls it.

By being in Washington, Garcia Guardado knew he could be a marked man on return to his country.

That is how it turned out. In early July, news reports, first in The Washington Post and later The New York Times, told of the jailing of Garcia Guardado. The Salvadoran National Police charged him with shooting and wounding a villager who had helped the army on the day of the killings.

From the news stories, it can be fairly concluded that the charges are as empty of substance as are the efforts of the Salvadoran government to prosecute the military death squad that carried out the massacre.

It gets worse. The government's public prosecutor, the defense minister, and Alvaro Magana, the Salvadoran president, all received a carefully documented report from El Salvador's Human Rights Commission that traced the massacre to one captain and his soldiers.

The defense minister publicly promised — this being a case in which unavoidable facts were well-known — that a full investigation would occur. Justice would be done. Today, with Garcia Guardado in jail, the accused captain, called an "excellent" officer by superiors, remains free.

The killing of one 18-year-old peasant, or even the massacre of 72 peasants, is only a drop in the bucket in El Salvador. This event differs from the terror that has become routine in the last four years because it reveals that the United States is dealing with a military government with a weak civilian facade.

It is not accountable to laws.

The findings of the Las Hojas massacre have never been in doubt. President Magana has the authority to act but not the power. The military would not carry out his orders.

Instead of governmental laws, the country is ruled by military wishes. The army is dominated by local military commanders who operate like feudal chiefs. The election of March, 1982, when democracy was supposed to take hold, did little to control the military.

In the six months prior to the recent certification of more military aid to the country, known civilian deaths increased from 961 to 1,072. This 12 percent rise is matched by figures from El Salvador's Catholic human rights office: 437 monthly civilian deaths from January through May, against a monthly average of 390 killings for the previous half-year.

Instead of realizing that strengthening the Salvadoran military only increases its ruthlessness, the Reagan administration is befogged by the numbers. A spokesman says the new figures on civilian deaths suggest "there's a slight increase, but we're not sure if this is a trend up or down because the numbers do fluctuate."

If Reagan administration policymakers can't tell when up is up — do they think a 12 percent increase is a decline? — then why shouldn't the Salvadoran military feel free to let killers go free while jailing the families of its victims?

In Washington, up is down and in El Salvador carnage is freedom.

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Conservative reader combines imagination, literature

By JEFFREY A. KALLMAN

When George Nash, published "The Conservative Intellectual Movement In America Since 1945," Conservative Digest reviewed the book with a caution to the reader "not to be put off by the word 'intellectual' in the title; Nash has an easy-to-read style."

This sort of thing had once been the preserve of certain publications on the far left, which regarded anything close to considerate and intelligently-written thought as similarly elitist and anti-social.

It does continue on both ends of the ideological street. Proponents of such condescension succeed in carrying about as though they were granted special immunity from "trivial" considerations of intelligence and imagination, the latter what both sides thrive on accusing the other as lacking.

So I happened upon "The Viking Portable Conservative Reader" (Penguin, \$6.95), and before I sat down to read a single essay, I found myself imagining what the current crop of conservative anti-thinkers, such as the staffers at Conservative Digest or the philistines who grapple with the more seasoned thinkers at Human Events, would say about the volume, edited by Russell Kirk, a classical conservative.

I have not seen any of their comments yet, partly because they are nearly impossible to find on Nebraska magazine racks.

I read the back cover, which introduces the authors collected in Kirk's volume. Many of them appear anathematic to the crop described above: Irving Babbitt, George Santayana, Irving Kristol, Henry Adams, and even seminal figures such as Edmund Burke, Alexis de Tocqueville and John C. Calhoun.

Part of the reason can be ascribed to the engaging fact that some of these thinkers have frequently been pointed to as avatars of classic liberal positions. Kristol was once believed to be a liberal, and de Tocqueville has often been cited as having raised seminal points of departure for liberal sociopolitical thought.

In addition, Malcolm Muggeridge began his intellectual life as a left-of-center thinker who moved to the right after witnessing the advent of what he calls "the great liberal death wish."

The contemporary New Right regards anyone who even flirted for one-tenth of a second with liberal ideas as a subject of suspicion. For example, when William F. Buckley, Jr., did such things as support Allard Lowenstein for Congress and debate Ronald Reagan on the issue of the Panama Canal treaties

(Buckley was for them), the New Right was thoroughly dismayed.

To this day, New Right polemicists take occasional pokes at Buckley and his National Review even when Buckley encourages just about anyone who wears the conservative banner.

What Kirk has done with the "Portable Conservative" is gather together the continuity of the conservative imagination and present it to the reader with such embellishments as the "ideological imperative." (Kirk, in fact, stresses his view that classical conservatism is anti-ideological.)

He has presented the conservative literature hand-in-hand with the conservative mind. In so doing, the book transcends mere polemic and avoids the hamstrings of ambition and ideology.

Kirk offers a generous helping of the work which many classical conservatives of today (Buckley and George F. Will, in particular) regard as their guiding force: Edmund Burke's "Reflections on the Revolution in France," an instructive inclusion for the introduction it lends to Burke's mind and oratorical prose.

He also gathers instructive writing from John Adams and Alexander Hamilton, and progresses through the present period with a smart collection of criticism, analysis, fiction

and even poetry, which Kirk believes expresses varying degrees of connectiveness to conservative thought.

The "semi-legendary" essay by Paul Elmer More ("Property and Law") also is included. It contains the quote that has remained a pungent root of argument between conservative and liberal: "The right of property is more important than the right to life."

Kirk, in his introduction, anticipates readers who search in vain for representatives of contemporary conservatism (he includes only Muggeridge, Kristol, himself and a few others); however, he makes his case in asserting that conservatism is non-ideological, unlike much of modern conservatism (real, New Right, and otherwise).

The "Portable Conservative" can be approached in numerous ways, and its value lies as much upon literary criteria as it does political science — no minimal accomplishment. The volume suggests quite logically that it is time for an equivalently diligent thinker of liberalism to do the same, addressing the same criteria: imagination and literature.

If for no other reason than a coordinated introduction and study of liberal thought, the job is a meaningful one to do.

American management lags behind Japanese ideas

By MAXWELL GLEN and CODY SHEARER

Washington — Industrial robots. Electronic bank tellers. Office word processing systems. In the name of increasing U.S. productivity, these and other innovations could prove extremely disruptive to the American work force.

Yet there are other paths to improved productivity. One is called "worker participation." Though no Marxists, Japanese business leaders have incorporated employees' ideas, opinions and stock ownership as a matter of policy, with undisputed results.

Unfortunately, as John Simmons and Williams Mares revealed in "Working Together," their recent study of U.S. labor/man-

agement problems, American managers have under-emphasized such cooperation in the lunge for a 64K-RAM solution.

Yet an improbable booster of labor's role, The New York Stock Exchange, found that those U.S. firms with employee-participation programs averaged a 20 percent increase in productivity during the 1970s, about 10 times the overall national rate. That the same period witnessed substantial workplace computerization only underscores the benefits of worker participation.

"It's the people, not the hardware," said Simmons, who teaches at the University of Massachusetts. "We're still mesmerized by the conventional wisdom that greater capital in-

vestment holds the key to out-gunning Japan."

Early this year, the Bureau of Labor Statistics altered its measurement of productivity to reflect more precisely the influence of technological innovations, managerial decisions and other seemingly unquantifiable factors on the nation's output — an official recognition that productivity means more than plant, equipment and time clocks.

But it could be years before the cooperative style widely practiced in California's Silicon Valley (by, for example, employee-owned Hewlett-Packard) is standard practice — and even longer before it creates jobs for those displaced by robots, electronic tellers and office computers.

Field Newspaper Syndicate



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Music

The Click rock with progressive, energetic originals

Interviewing The Click was much like firing a bullet into a fiberglass room; I was never quite sure how, or where, my questions would land.

The Lincoln-based band of Sara Kovanda, Rick Morris, Tim Drelicharz and Steve Warsocki was well-received last Thursday night at Omaha's Howard St. Tavern.

Before the show, I approached the group with a pad full of questions as they set up equipment. Though amused by the friendly band munching on Little King sandwiches, I came away with few answers. Sample:

Q: So, Tim, how did The Click get together? How did you all meet?

Sara: (from other end of the room) The Pound! We all met at the Pound!

Tim: Shut up, Sara. We did not. (turns to look me at seriously) It was magic . . .

Besides the antics, The Click seemed unmotivated while set-

Kovanda is outrageous at times, but also a bit removed or maybe a little sad.

ting up. Laid-back to the point of boredom? I hoped not, for the crowd's sake.

Neither the crowd nor I were disappointed.

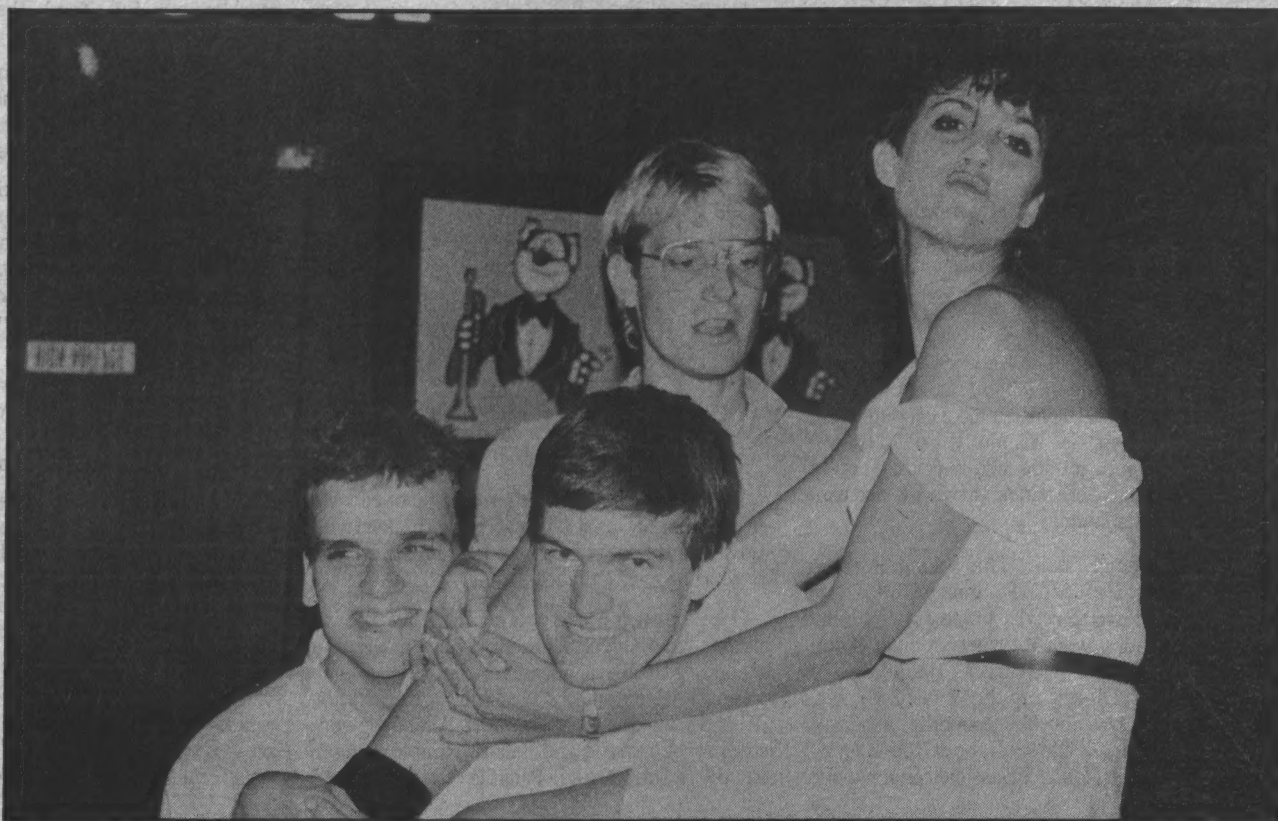
The Click tore its way through eight or nine original songs in the first set. All were pop-funk and extremely danceable, and the band never lost its energy or originality.

During a break, I took an impromptu poll of the audience to get some reactions. Words like "progressive" and "energetic" kept reappearing.

Because of this progressive style, Kovanda (who wrote most of the songs on the recent EP "Wampum") said, "We're constantly being labeled as punk or new wave and we're not. While she and the rest of the band defined what they weren't, they declined to say what they "are."

Much of The Click's success is due to its stage presence. Kovanda, a husky-voiced lead singer, is an intriguing personality on stage, funky and outrageous at times, but also a bit reserved, removed, or maybe a little sad. She appears to feel the music more so than many bands.

Lead guitarist Rick Morris seemed somewhat detached as he



Erin Belieu

The Click . . . From left, Steve Warsocki, Tim Drelicharz, Rick Morris and Sara Kovanda.

played lightly over the tight, almost militant beat and bass line that Drelicharz and Warsocki established and maintained during the show.

Highlights included "Shy," which appeared on the group's first EP, "Junior's Birthday" and "Elephant."

Another highlight of the evening was a scorching version of the old Kingsmen' standby, "Louie Louie." Dave Wees, formerly of The Rebates and Bump Fuzz, jumped on stage to deliver an urgency to the song that brought the audience to the dance

floor.

No matter what kind of music you listen to, if you like to dance and see a lot of people have a good time, catch The Click the next time they're in Omaha.

—ERIN BELIEU

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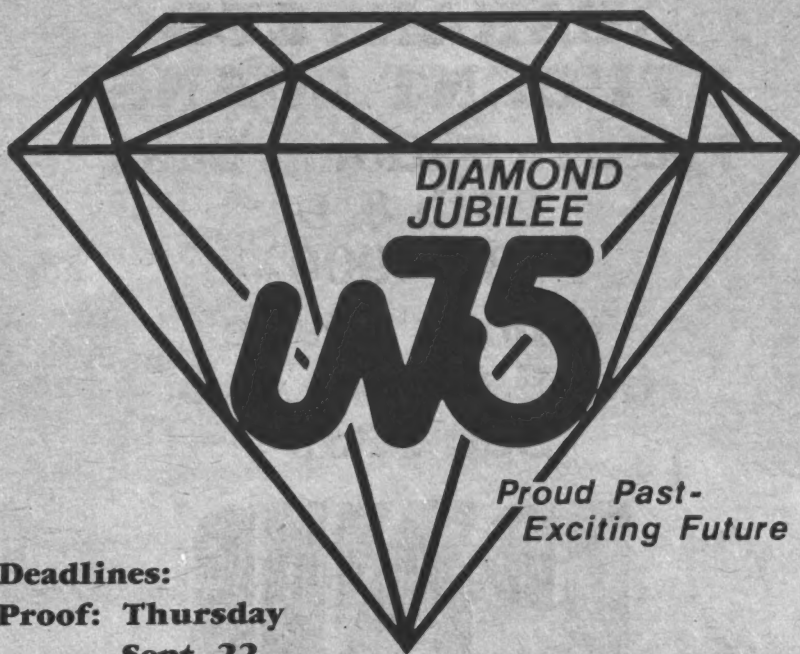
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Appearing Wednesday, Oct. 5



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**Proof: Thursday
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To Commemorate the University's 75th Anniversary, the Gateway will publish a special edition Wednesday, Oct. 5. This issue will include vintage photos and memorable articles printed in past years.

To reserve space, or for information on advertising rates, contact the Gateway at 554-2470.

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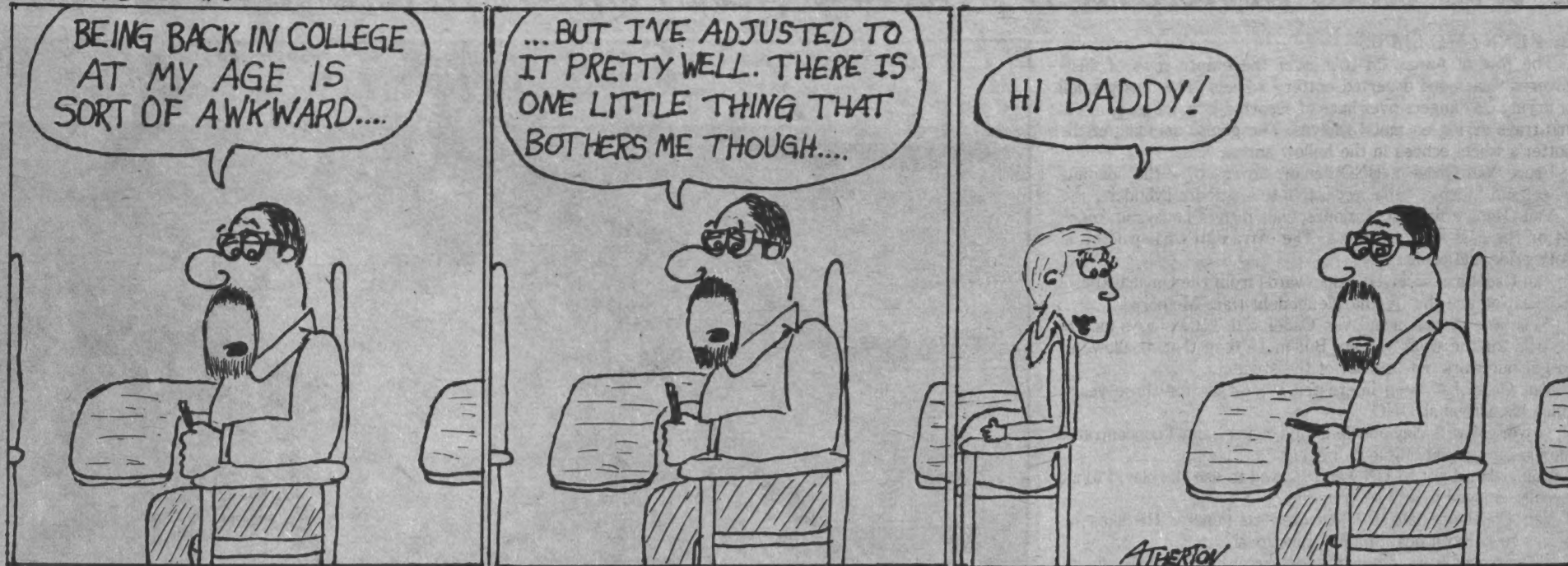
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Swing your partners Friday at international dance program

By CINDY FORD

Students from countries around the world will be sharing some of their native customs during an International folk dancing program Friday at noon in the Student Center Ballroom.

Sponsored by the Intensive Language Program at UNO (ILUNO), the class is free and open to all students and faculty. No advance registration is needed.

Al Shpuntoff, assistant professor of mathematics and computer science, will teach the dances. He has danced for four years with the Omaha International Folk Dancers.

The session will include European, Greek, Yugoslavian, American, South American, Bulgarian and numerous other dances. The selection of dances will be adapted to the participants, according to Shpuntoff. "We will pick dances which are not completely foreign to the students' customs," he said.

The focus will be on line and circle folk dances. "People do not need a partner to at-

tend," said Shpuntoff.

ILUNO student advisor Jennifer Forbes-Baily said the folk dancing class is done once every six months and is a cross-cultural event.

According to Forbes-Baily, there are approximately 70 ILUNO students representing 20 countries.

"We want to see more students acting together, with our students interacting with Americans, especially in English," she said.

Both Shpuntoff and Forbes-Baily would like to see enough student interest for a bi-weekly folk dancing class. Other major universities, such as those in Utah and Illinois, hold student folk dancing programs which are highly successful, they said.

Students and faculty are encouraged to watch and participate in Friday's folk dancing. "Having fun is our primary emphasis," Shpuntoff said. "People should wear clothes comfortable to dance in and clothes they are not afraid to sweat in," he added.



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Fine arts student's pottery pays off in pride and profit

By KENNY WILLIAMS

The roof of Annex 34 rolls over the empty rows of dust-covered tables and deserted pottery wheels. The musty smell of drying clay lingers over lines of assorted jars, mugs, planters and trays drying on metal shelves. The gentle spinning of the potter's wheel echoes in the hollow annex.

Bruce Van Osdel, a UNO senior, hovers over the spinning wheel and "throws" the soft clay into a smooth cylinder.

Van Osdel, a fine arts major, spends many Sundays in Annex 34 on the east side of campus. The extra effort has paid off in both pride and profit.

Van Osdel has received cash awards from the Omaha Artists Association and the Bertha Mengedoh Hatz Memorial.

"The awards are nice," Van Osdel said. "It's always nice to be paid for the work you do. But more than that, it allows us to get our work out in front of the students."

Van Osdel has been interested in pottery for three years, since his arrival at UNO.

"I worked with clay a little in high school, but I concentrated mostly on my painting and drawing," he said.

"But when I got to UNO and started to use the clay, I found I really enjoyed it. It's so versatile."

Van Osdel specializes in covered containers. He likes his pieces to be both beautiful and functional.

"Clay pieces have the unique feature of being a three-dimensional art piece while at the same time retaining that two-dimensional, functional quality" he said.

Van Osdel credits much of his success to the UNO facilities and to his instructor, Henry Serenco.

"I'm very fortunate to have this much space to work in," Van Osdel said. "There are not many universities that will afford an undergraduate this much space."

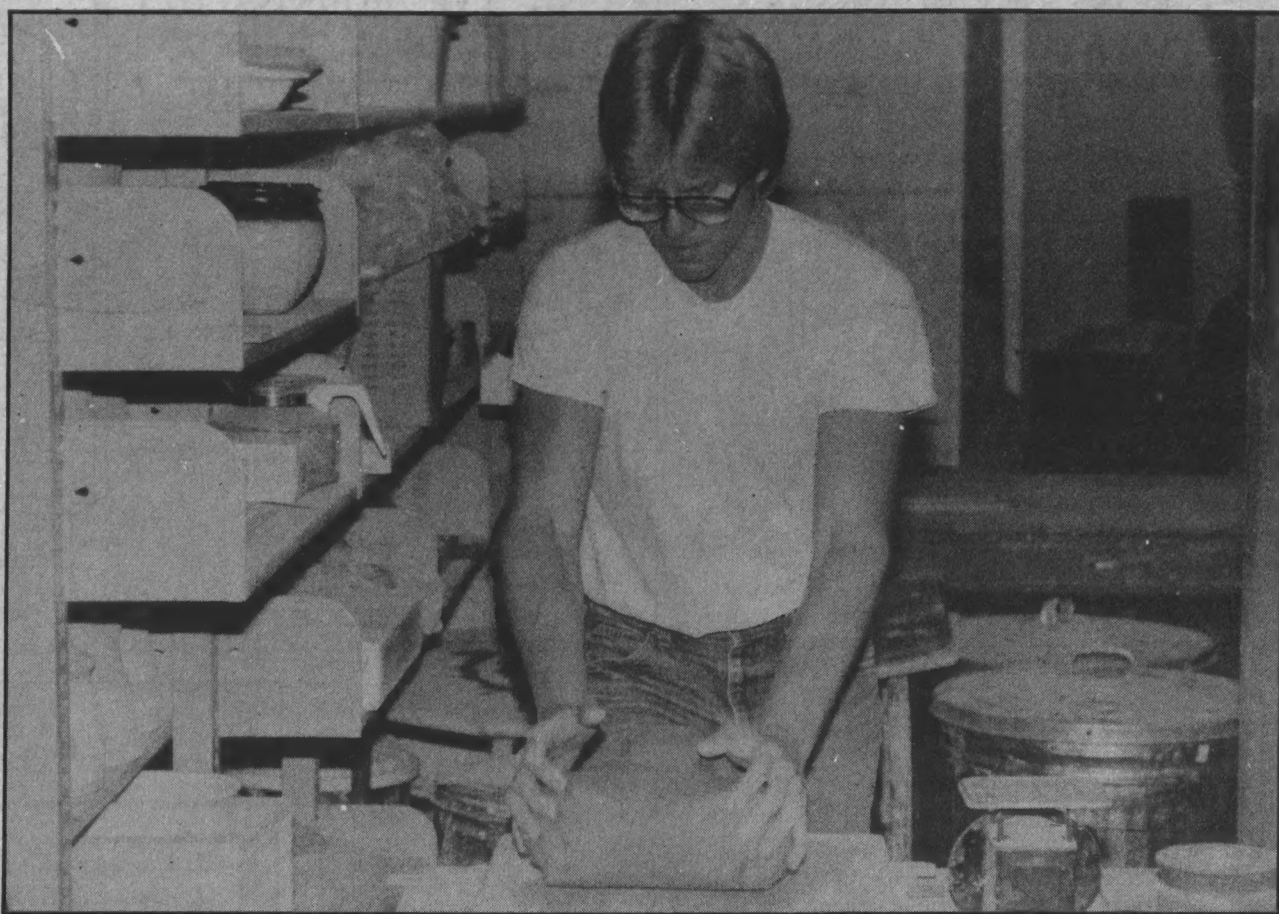
Van Osdel hopes to go on to graduate school and earn a master's degree in ceramics, and to teach in college. Presently, he divides his time between a manager's position at a local supermarket and school.

"Now, I'll have to concentrate on getting my pieces in some national shows and start sending some resumés out to the grad schools," he said.

He said he hopes to attend Alfred University, in New York, where his mentor, Serenco, was graduated from.

"Alfred University has pioneered many of the new technological advances in ceramics. For example, it pioneered the development of the tiles that covered the outside of the space shuttle."

Van Osdel's work is for sale and on display at Bill's Elkhorn Drugs in Elkhorn.



Dennis Cleasby

Setting the mold . . . UNO senior Bruce Van Osdel shapes clay for another work of art.

Taylor pleases audience by playing his hits

When the lights went out Saturday night in the Civic Auditorium, a responsive crowd readied itself for James Taylor. He walked into the spotlight, waved to the audience while grabbing his guitar, and broke into "You Can Close Your Eyes."

Taylor's first two songs were acoustic numbers and performed

hear, thank God, are on it!" He wasn't lying. Much to the audience's delight, he and his band treated every hit freshly. It was amazing to see James Taylor perform his old numbers from the heart.

While performing his slower ballads, Taylor gently leaned into the microphone, but was surprisingly mobile on the faster numbers. The traditional "Steam Roller Blues" brought the adoring crowd to its feet and set the pace for the rest of the concert.

Taylor's naughty improvisations of "Machine Gun Kelly" and "Summertime Blues" were all in silly good measure, but seemed to surprise a few of the fans.

JT and the band ended the second set with "How Sweet It Is," and left the stage, but returned shortly for three encores.

"You've Got A Friend" and "Fire And Rain" brought thunderous applause that persuaded Taylor to perform one more song. With only his guitar, he ended with his theme song, "Sweet Baby James." Evidently, the audience believed its \$12.75 was well spent. Everybody was smiling on their way out.

—MARK FLORA

News Briefs

The Nebraska State Student Association has announced the officers of its board of directors for 1983-84.

The new chairman is Scott Sherry, Wayne State College student government president. Elected as board secretary was Matt Wallace, ASUN president from UNL.

UNO's Julie Maurer will serve as treasurer and Sara Beth Donovan, Peru State College student government president, will be the other voting member of the board.

The NSSA is a state-wide organization of students currently representing the students of UNL, UNO, Peru State College, and Wayne State College.

Symphonic celebration

Performing Artists/Omaha opens its 1983-84 season with a concert by the St. Louis Symphony Orchestra in celebration of UNO's 75th anniversary. The 101-member ensemble will perform a program of Verdi, Schwanter and Prokofiev at the Orpheum Theater tonight at 8 p.m. Tickets are \$7.50, \$12.25, \$17.25 and \$18.25 and are available at Brandeis ticket outlets, the Civic Auditorium Box Office, TIX ticket office and Performing Artists/Omaha.

While in Omaha, members of the orchestra will give master classes in the UNO Performing Arts Center. For information, call the UNO music department, 554-2251.

Music

with the style only he could produce. He could have carried the show solo, but it was exciting to watch his extremely talented back back him.

Initially, the band played behind a black transparent curtain, but eventually was exposed when the veil yanked open during "Up On The Roof." It was obvious that Taylor and his band members are close friends. They had fun making music together, and their sound was richly superb.

During the middle of the first set, enthusiastic members of the audience started yelling out requests. Taylor's reply was, "Actually, we have a set list. Many of the songs you want to

UNO first to offer 'people's theater'

By KAROL GRIFFIN

As part of a new graduate program, the UNO drama department has established courses in the study of "people's theater."

What exactly is "people's theater"?

It's an alternative approach to established theater, according to Robert Welk, chairman of the UNO drama department.

People's theater is not directed to a mass audience like a Broadway production, but is produced by people of a certain region or group and directed toward other people with like interests. Welk calls it "good theater with a message."

The current trend in people's theater began in the 1960s

when people involved in dramatic arts realized that only a small percentage of Americans attended theatrical productions. High ticket prices have been restrictive to the general public in recent years, although theater has always been considered a cultural privilege of the upper class.

People's theater, Welk said, dispels these concepts and concentrates on making theater accessible and interesting to the general public.

UNO is the first university to offer classes on the study of people's theater, he said. As part of the new master's program, students will not only research the subject, they also will stage shows.



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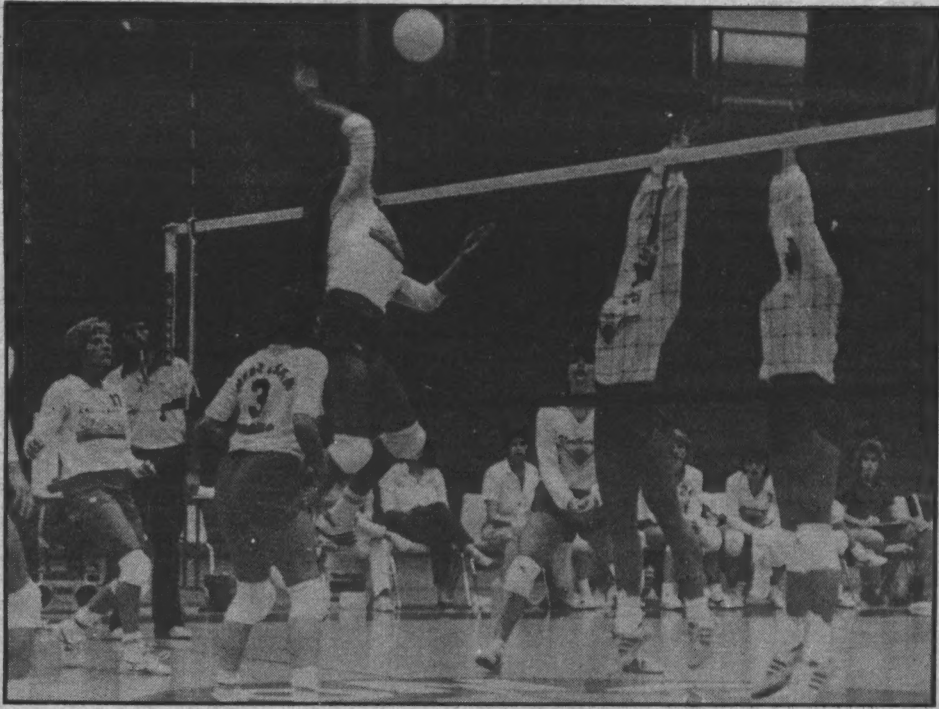
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Sky high

UNO volleyball player Kristi Nelson leaps above the net on her way to recording a match-high 12 kill spikes against Northwest Missouri State last Saturday afternoon at the Fieldhouse.

The Lady Mavs swept three games, 16-14, 15-4, and 15-11. UNO is now 2-0. The team played at Drake Tuesday night.

The Lady Mavs are hosting the North Central Conference tournament Friday and Saturday.

Other UNO players pictured are Connie Janata (17) and Wendy Melcher (3).

Brian Olson

Notes

The UNO women's soccer club is now forming and invites all interested women to contact Patti Shiller at 733-8313 or the Club Sports office in the HPER building.

Practices are held on Al Caniglia Field on Sundays at 1 p.m. and Tuesdays at 6:30 p.m. New members are encouraged. No experience is necessary.

The head coach is R.K. Piper. His assistant is Dick Carlson. Currently an eight-game schedule has been arranged and more games will be added later, according to Carlson.

Judo club

If you're interested in learning to throw your weight around, the UNO judo club would like you to attend its organizational meeting today.

The meeting will be held in room 110 of the HPER building at 7 a.m.

Rock climbers wanted

The UNO Outdoor Venture Center is planning a weekend trip to Palisades State Park in South Dakota the weekend of Sept. 23-25.

Participants will learn and practice rope climbing techniques on the 40-foot cliffs there. An introductory classroom session will be held in the HPER building on Tuesday evening, Sept. 20.

The fee for the entire session is \$40. For more information, call Jim Fullerton at 554-2539.

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Runners sweep Midland meet

The UNO men's and women's cross country teams got their seasons off to a good start Saturday as they swept the Midland College Invitational in Fremont.

The men's team placed five runners in the top seven for a winning score of 22 points. The women placed five runners in the top eight for a winning score of 26 points. Together, the total score of 48 points won UNO the combined score trophy for the meet.

In cross country, as in golf, the lowest score determines the winner. One point is awarded for a first-place finish, two points for second and so on. The placement of the team's top five runners determines the team score.

Neither the men's nor the women's teams were tested, as they easily outdistanced both second-place finishers. Midland placed second behind the UNO men with 48 points and South Dakota trailed the Lady Mavs with 55 points.

"Both the boys and girls ran well Saturday. We were all very pleased," said UNO men's track coach Don Patton. The men improved on last year's third-place finish at the same meet. Women's track coach Bob Condon watched his team repeat as champions.

"Our score was lower than last year and the field was tougher," Condon said.

Karla Christensen of Midland won first place in the women's meet with a time of 17:44 over the three-mile course. Christensen was fol-

lowed by Linda Elsasser and Cheryl Fonley of UNO, who posted times of 17:52 and 17:53, respectively. Both women shattered the UNO women's three-mile record of 18:37.

Sherry Crist, Janice Moreau and Chris Silik of UNO were the sixth, seventh and eighth place runners among the women.

Mike Jones of UNO broke the ribbon in the men's five-mile course with a winning time of 26:12. Todd Peverill of UNO finished third with a time of 26:40. Patton said the two "worked over" meet favorite Brad Nick of Midland by taking turns setting the pace. Nick was second with a time of 26:38.

The other top finishers for the UNO men were Kelley Crawford, fifth; Scott Pachunka, sixth; and Ben Welch, seventh.

Patton and Condon both said the weather was a factor in producing better times than at last year's meet. "It was 15 to 20 degrees cooler than last year, and the better weather made some pretty good times," Condon said.

The next meet for the men is at the Doane College Invitational in Crete, Neb., this Saturday. Patton said that course would give his team a more severe test for two reasons. The course will be more hilly than the predominantly flat course at Midland, and the competition will be stronger. Among others, Patton looks for Kearney State to challenge the Mavs.

Classifieds

Business ads: minimum charge, \$2.50 per insertion. UNO students, faculty and staff: \$1.25 per insertion for non-business advertising. Ad size: 150 key strokes or 5 lines with margin set at 30 spaces. \$.50 each additional line. Lost & Found ads pertaining to UNO are free. **PRE-PAYMENT REQUIRED FOR ALL ADS.** Deadlines: noon Friday for Wednesday's issue; noon Monday for Friday's issue.

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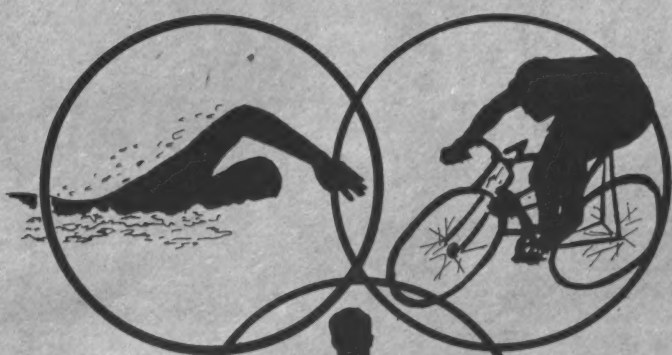
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